
AN APPRAISAL OF NIGERIA'S MICRO, SMALL AND MEDIUM ENTERPRISES (MSMES): GROWTH, CHALLENGES AND PROSPECTS

¹Ebitu, Ezekiel Tom *PhD.*; ²Basil Glory & ³Ufot Juliet Alfred

^{1,2,3}Department of Marketing, University of Calabar, Nigeria

Abstract

This paper took a critical appraisal of the Micro, Small and Medium Enterprises (MSMEs) in Nigeria. The major focus of this work was to expatiate on the growth, challenges and prospects of the MSMEs in the country. While attempting to give an appropriate definition for Micro, Small and Medium Enterprises using employment strength and asset base criteria, the work revealed that SMEs contribute significantly to economic development in the provision of goods and services, creation of employment and contribute to a high standard of living. There are some setbacks facing the over 17,284,671 Micro, Small and Medium Enterprises in Nigeria. These setbacks include; limited financing, lack of action plan to deal with eventualities, lack of managerial and marketing skill, and lack of research appreciation and technical expertise. The study concluded that entrepreneurship is regarded as the catalyst in most developing economies and that it is very crucial to the economic growth and development of Nigeria. As such, it was recommended that government policies should support the establishment, nurturing and growth of SMEs by curtailing or banning importation of certain products, training of young entrepreneurs, establishment of Centers for Entrepreneurial Development and promoting entrepreneurial spirit through the provision of conducive entrepreneurial environment, funding and empowerment programmes. This will facilitate the training and retraining of entrepreneurs and also help Nigerian youths to develop interest in entrepreneurship.

Keywords: *Micro, Small and Medium Enterprises, Technical Expertise, Economic Development, Nigeria*

INTRODUCTION

In categorizing organizations as small, medium or large, it means that businesses can be classified by means of their sizes. It is difficult to determine when a business transits from small to medium or large. To facilitate our discussion, this article shall look at some definitions and thereafter, attempt a definition for each of the three groups based on capital or assets base, the skill of the managerial team and the total market share, other criteria notwithstanding.

The International Labour Organisation (ILO, 1999) defines micro enterprises as those having 1-10 employees and small scale enterprises as those having 11-50 employees, and did not bother to talk about the market spread and capital base. At the 13th Council meeting of the National Council on Industry held in July, 2001 Micro, Small and Medium Enterprises (MSMEs) were defined by the Council as follows:

- **Micro/Cottage Industry:** Industry with asset base of not more than N1.5 million excluding cost of land, but including working capital and a staff strength of not more than 10.
- **Small Scale Industry:** Industry with asset base of more than N1 .5 million but in excess of N50 million excluding cost of land, but including working capital and/or a staff strength from 11 to 100.
- **Medium Scale Industry:** Industry with asset base of more than N50 million, but not in excess of N200 million excluding cost of land but including working capital and/or a staff strength from 101 to 300.
- **Large Scale Industry:** Industry with asset base of over N200 million excluding cost of land but including working capital and/or a staff strength of more than 300.

According to Yinka Fisher, coordinator of Small and Medium Enterprises Development Agency of Nigeria (SMEDAN) in Lagos in an interview with Daily Independent (2012), Micro Small and Medium Enterprises (MSMEs) were defined as follows:

- **Micro Enterprise:** Any enterprise employing between one to nine people and having a capital base from one naira to N5 million excluding cost of land.
- **Small Enterprise:** Those that employ between 10 and 49 employees and having a capital base from N5 million to N50 million so once a business is within that confine, it is running a small enterprise.
- **Medium Enterprise:** Any enterprise that employs from 50 to 199 employees and having a capital base from N50 million to N500 million. If a business is within that confine it is running a medium enterprise and if it has anything above that, it is a large enterprise or a multinational as the case may be.

The National Policy on MSMEs adopts a classification based on dual criteria: employment and assets (excluding land and buildings), as follows:

Table 1: Classification adopted by National Policy on MSMEs

	SIZE CATEGORY	EMPLOYMENT	ASSETS (Nmillion) (excluding land and buildings)
1.	Micro enterprises	Less than 10	Less than 5
2.	Small enterprises	10-49	5-less than 50
3.	Medium enterprises	50-199	50-less than 500

Source: National Policy on MSMEs, 2006

Generally, small businesses are usually associated with little capital outlay, minimal fixed assets, highly localized in the area of operation, and often with unsophisticated management structure. Baumback (1992:4) says characteristically, small business is one that is actively managed by its owners, highly personalised, largely local in the area of operations, of relatively small size within the industry and largely dependent on internal sources of capital to finance its growth. It is very easy to start up one since it does not involve drawing up complex plans nor does it involves much capital. In the same vein, the exit and failure rates are very high. Small businesses contribute to availability of goods and services in the market thereby leading to reduction in price level. Small and medium businesses exist to fill gaps left over by large scale businesses, thus these business organizations exist to do what big businesses refuse to do or cannot do. Also, there are some businesses whose maximum operation and size demand smallness of scale. These

include food and related products, furniture and fixtures, tailoring, relaxation spots, traditional crafts, and native medicine.

The SMEs are noted for their ability to adapt to changes because the decision process is not complex and the owner-manager does not need anyone's permission to adapt to change. They are also noted for greater use of local raw materials, simplified record keeping and a good relationship with consumers and employees.

SMEs and Economic Development

Small and Medium Enterprises (SMEs) play vital role in the economic development of Nigeria and are known to be the main engine of economic growth and a key factor in promoting private sector development and partnership. SME are generally responsible for the availability of goods and services, credits, motivating entrepreneurial spirit and repairs of second handed products. They create employment and a high standard of living, provide competition and fill needs of society and other firms. Obitayo (1991) has expanded these roles to include:

- a) Aiding in the development of local technology.
- b) Providing effective way of stimulating indigenous entrepreneur ship.
- c) Mobilization and utilization of domestic savings.
- d) Ensuring a structural balance in terms of large and small scale industrial sector, as well as urban areas.
- e) Ensuring the supply of high quality parts and components, and intermediate products, thereby strengthening the international competitiveness of manufactured foods.
- f) Producing specialized items in small quantity to meet current and diverse demands.
- g) Mitigating rural-urban migration (Obitayo, 1991).

They contribute to employment of the teeming unemployed youths and also strengthen the manufacturing sector of the economy. In a survey carried out by Debbie (2004), it was shown that SMEs constitute about 97 percent of all businesses in Nigeria and generate about 50 percent of employment. They also produce 30 percent of manufacturing output (National Policy on Micro, Small and Medium Enterprises, NPMSMES, 2006). The 2010 National MSMEs Collaborative Survey puts the number of Micro, Small and Medium Enterprises (MSMEs) in Nigeria at 17,284,671 with a total employment of 32,414,884 and contributing 46.54 percent to the GDP in nominal terms (See Table I, II and III in Appendix). For the country to achieve her National Vision 20:2020 and the Transformation Agenda of government, all efforts must be put in place to grow these numbers (SMEDAN OLOP Report, 2014). Emphasizing further on creation of employment the Nigerian government confirms that since 2011 to date, 98 percent of the 1.8 million jobs created each year are from small and medium enterprises (NBS, 2014).

Hamilton and Nwokah (2009:299) report that the benefits of SMEs to any economy are easily noticeable. SMEs contribute to the Nigerian economy in terms of production of a variety of goods and services, creation of jobs at relatively low capital cost, especially in the growing services sector, providing a vehicle for the reduction of income disparities, developing a pool of skilled and semi-skilled workers as a basis for future industrial expansion. They continue, SMEs have been known to improve forward and backward

linkages between economically, socially and geographically diverse sectors of the economy, provide opportunities for developing and adopting appropriate technological approaches, offer an excellent breeding ground for entrepreneurial and managerial talent, promotion of industrial diffusion and regional balance, etc. Explaining further the issue of technology transfer and development, Acha (2009:180) asserts that many SMEs import, copy and indigenize the production techniques of developed and developing countries. They are vibrant in the export sector where they play an active role of providing the country alternative foreign earning sources. By so doing, SMEs are helping to diversify the economy by exporting agricultural produce semi-processed products.

Despite the benevolence of government in certain unique opportunities, the growth rate of SMEs has been slow and failure rate is quite high. What are the factors responsible for the trend? They include lack of action plan to deal with eventualities, the size, financial outlay and lack of managerial and marketing skill, lack of research appreciation and technical expertise.

Problems of Small and Medium Scale Enterprises (SMEs) in Nigeria

A number of problems beset SMEs and they include:

Limited Financing: As shown in Table 2 below, a recent National Bureau of Statistics (NBS)/SMEDAN survey of MSMEs reported that 73.24 percent of the top priority of assistance needed by MSMEs' operators is finance. In addition, only 4.2 percent of 17.2 million MSMEs have been able to access loans or overdrafts from financial institutions while new entrants or start-ups find it practically impossible to access funds from banks (SMEDAN OLOP Report, 2014). The amount of money available for investment and avenues for funding small and medium enterprises are not always adequate and enough. The business may resort to personal savings, donations or borrowing from associates. This may not be enough which is why the business firms resort to financial and allied institutions for borrowing. Financial institutions are always demanding for collaterals which are accompanied by stringent conditions to be fulfilled before lending funds to any person or any organisation. According to Essien (2006:13), financial institutions especially banks operate under stringent rules that seldom favour the new small scale businessman. Usually, banks require financial and legal documentation as well as acceptable collaterals prior to lending funds. These requirements are often too difficult for the small and medium scale business to meet. Government has done a lot to ensure that small businesses are properly financed by establishing Industry and Commerce Banks, Agricultural Banks, loan schemes and most recently Community Banks are being repositioned to Microfinance Banks in order to expand financial infrastructures and make funds available to small and medium scale enterprises in Nigeria.

Inefficient Management Capacity: In most cases, SMEs require less specialist or strategic management skills than large companies. The basic problem of small businesses is the inability of the owner-manager to plan, organize, direct, coordinate and control both material and human resources in the organization to achieve results. This is so because SMEs by their nature are centered on the owner-manager who prefers to control his funds personally and take decisions in matters affecting the entire organisation. He hardly has time to develop or retrain to update skills and knowledge for effective business management. Most entrepreneurs are sometimes reluctant to employ key managerial staff

because they are afraid that they may not know the nitty-gritty of the business any longer or that they may lose control of certain key decisions. Some claim that they cannot pay the type of salary the would-be staff are demanding. Opportunities should be exploited and threats dealt with as they arise in such a way that it will bring optimum result to the organisation. Managerial, marketing and financial skills are necessary factors for success. Some of these skills are acquired through training and experience.

Limited Range of Products: Limited range of goods and services is a direct fall-out of the two factors discussed above. In Nigeria, there is limited finance for expansion and new product development and as such the small and medium enterprises supply its customers with the same sets of its old products. A large scale business may float up to ten or more different products with some of them becoming profit centres. Some products in the same company may become or develop into Strategic Business Unit (SBU) such that their profits, staff, management and marketing strategy are centered on each of the products.

Little or No Research: Another serious problem faced by small and medium businesses is their inability to carry out research of higher magnitude. Inadequate and incorrect data are sometimes available to small and medium scale businesses for decision making which may in turn lead to disastrous business consequences. The SMEs need adequate information to succeed, yet it lacks funds and skilled staff to carry out marketing and other related researches from primary sources or even secondary sources where data in Nigeria are treated either as classified, confidential or trade secrets. Information is a commodity rather than a social good therefore, accurate information seeks to provide data of value for formulating policies, planning, plan implementation and monitoring, forecasting as well as other decision making activities affecting consumers and the firm. Therefore, access to accurate and adequate data is fundamental to the ability and capacity of small and medium businesses in overcoming the process of undergrowth and lack of innovation. It helps the business to measure the substantiality and profitability/success of a given market. Relevant data are necessary for the business to know the capability of its competitors, the needs and tastes of customers and the type of market to direct its efforts.

Longevity: The death of the owners of most small/medium scale enterprises may mark the end of such business. The reason is simple: the planning, financing and controlling are always done by the owner(s) alone. He hardly employs outsiders and does not allow others any meaningful control of the business. He keeps all the business secrets to himself including his debtors and the sources of his supplies.

Lack of Adequate Infrastructures: One of the policies of government is to provide enabling environment for business to thrive. These include opening up the hinterland by providing tarred roads, electricity, pipe borne water and medical services, and industrial estates where investors can apply for plots to commence their business operations. In most cases, the above infrastructure only exist on the pages of newspapers and the airwaves. Small scale companies need power to propel their machines and also provide a comfortable working environment for workers to operate. Communication infrastructures like television Global System for Mobile communication (GSM) companies, internet and computers depend on energy. GSM companies use generators and stand-by plants which cost is highly prohibitive and sometimes unaffordable to consumers. SMEs like barbing salon, tailoring, restaurants, processing factories etc. need electricity to survive. Presently, power supply is

irregular and erratic (about 4000 megawatts) thereby resulting in low-shading, making it difficult if not impossible for these agencies to perform efficiently.

Some of our important roads are impassable; they are filled with potholes, narrow bends and winding corners. It is the small scale businesses that suffer most with second hand cars and trucks. Because of the dearth of infrastructures, SMEs find it very difficult to operate properly.

Inconsistent Government Policies: The Federal Government's objective in promoting the development of small business was for the creation of employment opportunities, mobilization of local resources, mitigation of rural-urban migration and more even dispersal of industrial enterprises within the Nigerian State (Trade Journal, 1995). In all, the basic aim was to ensure that budding indigenous investors were assisted to get established and eventually develop into future industrial giants. This is based on the fact that most Nigerian investors are small businessmen with low level of capital and entrepreneurial know-how. These were to be achieved through offering financial facilities and technical assistance to ensure their growth and usefulness to the state.

Government macroeconomic policies have been largely inconsistent due to political instability. In monetary terms, there has been an increase in loanable funds to small and medium scale businesses, loans to rural borrowers, more loans to agriculture and pegging of lending rate to below 21 percent, but during implementation, these laudable policy decisions are thwarted. The loans are always diverted to wrong sources and the condition are made such that the small scale farmer or business owner cannot meet them. Some government officials are corrupt and they have no regards for the rule of law. The same could be said of fiscal policies such as reduction in personal income tax, tax reliefs to manufacturing companies, the establishment of Export Processing Zones (EPZ), as well as other industrial, agricultural and commercial promotion policies. To encourage foreign investment inflow, the government enacted the Nigerian Investment Promotion Commission Act (1995) in place of Nigerian Enterprises Promotion Decree which restricted foreign involvement in some aspects of our economy. Yet no noticeable result has been recorded for, despite the fact that government subsidized fertilizer procurement for farmers they hardly see the fertilizers at the government approved rates. The federal government has established the Ministry of Solid Minerals "to promote diversification of export revenue earnings and optimal exploitation of our natural resources, and establishment of the Ministry of Women Affairs to conduct the activities of women in the nation's march towards development (Isimoya, 2005:158). In all, the growth in this sector has been moving at snail speed. It is hoped that government will now focus its attention on proper implementation of the above policies and any cog in the wheel of progress should be dismantled.

Marketing Problems of SMEs: Every organisation (big or small) needs marketing to survive because the role of marketing which is to identify consumers' needs and satisfy customers is the real business of all organisations. Marketing helps entrepreneurs to determine the size of markets, choose target market(s), concentrate and adopt strategies to satisfy the chosen markets or segments. It is the duty of the marketer to identify the real customers and what they really need. Sometimes these aspects are lacking in SMEs. Many entrepreneurs in SMEs are ignorant of the importance of marketing research and some of them regard it as a wasteful venture. Kotler and Armstrong (1991) support the view on research because they

believe that managers of small business often think that marketing research can be done only by experts in larger companies with big research budgets. They recommend that managers of small-scale business can obtain good marketing information by observing things around them and can conduct surveys, using small convenience samples. Other marketing problems of SMEs include poor product design, poor product quality, lack of product standardization and lack of knowledge of marketing and stiff competition from their well-established local and foreign competitors (Agbonifoh & others, 2007:134-5).

Ude (2006:viii) in a recent research reports that small scale industries shy away from advertising their products and that they offer neither credit or home delivery services to their customers; and Scarborough (1996:377) asserts that "in too many small businesses, prices are according to vague, poorly defined techniques or even hunches and that "small business owners frequently use the manufacturer's suggested retail price because this avoids the necessity of making price decision" (p. 403).

One key problems of SMEs is Nigerians' penchant for foreign products and it is observed that this bias against Nigerian products is due mainly to subjective biases and not objective superiority of our local products. It is suggested here that for SMEs to overcome these problems and become competitive, they need to improve their marketing strategies and operations in all ramifications.

Table 2: Rank of Problems Militating Against Enterprises Development in Nigeria

Services	Rank							
	1	2	3	4	5	6	7	8
Lack of access to finance	13,273	2,200	1,168	607	406	228	268	19
Lack of work space	1,212	4,312	2,116	1,664	1,553	1,733	2,512	132
Weak infrastructure	2,619	5,435	4,493	1,851	1,487	830	586	66
Lack of entrepreneurship/ vocational training	1,178	2,801	2,832	3,908	2,163	2,245	909	46
Obsolete equipment	884	1,526	2,005	2,403	4,061	2,597	1,640	54
Lack of access to research & development	875	1,392	2,329	2,892	2,646	3,302	1,903	113
Inconsistent policies	1,903	1,975	2,710	2,092	1,690	1,722	3,606	222
Transportation	501	619	357	222	230	166	392	1,270
Lack of gov't support	237	363	193	149	151	186	104	142
Inadequate power supply	291	327	129	188	235	244	38	47
Excess Tax	230	376	102	153	324	223	35	59
High interest rates	282	333	151	313	245	76	43	40
Subsidies	186	334	130	282	248	158	48	42
Illiteracy	171	413	153	148	223	163	76	33
None	300	334	184	173	253	72	46	35

Source: NATIONAL MSME COLLABORATIVE SURVEY, 2010

Features and Functions of Nigerian Entrepreneurs

The general characteristics of entrepreneurship include social alertness, fair education, need for achievement capacity for innovation, firm and tactful, self-confidence,

desire for independence and risk bearing. Adeyeye (2008:29) adds that they possess good judgment, communicative ability, leadership qualities, patience and perseverance, and in need of some degree of freedom to pursue their ideas without interference. Other characteristics peculiar to Nigerian entrepreneurship include small-scale operation, sole proprietorship, urban concentration, poor accounting system and inefficiency. While agreeing with the above assertions, we wish to add these salient features of Nigerian entrepreneurs to the list.

- 1) Nigerian entrepreneurs are very enterprising considering their backgrounds. Most of them had no formal education, nor were they provided with any start-up capital, either from relations or government. They started from the scratch and with care and diligence, they rose to the top e.g. Ekenedili Chukwu, Eden Hotels Limited, Eket, ABC Transport Limited.
- 2) They started with little or no capital; their capital outlay was low. Even though they knew about the various agencies that can give loan, they had very limited access to funds because of the bottlenecks created by some officials in order to have kickbacks.
- 3) Nigerian entrepreneurs came on board despite fierce competition from large companies but they have continued to exist because they have a small market share to concentrate on and secondly, they are close to their customers.
- 4) Third world countries are noted for dearth of infrastructures and as such the Nigerian entrepreneurs cannot be an exception. Bad roads, dilapidated buildings, epileptic power supply, and lack of pipe borne water are the bulk of infrastructural problems facing the Nigerian business scene.
- 5) The features listed above help to determine the smallness of the size of the business. The most single setback is the entrepreneur's insistence to go solo.
- 6) Most of the staff are immediate family members. He wants to avoid financial mismanagement and breach of trust in dealing with his business secrets and technical know-how by outsiders.

The basic function of an entrepreneur according to Anyanwu (1999:8) include identifying opportunities, selecting from the opportunity, deciding on what form of enterprise, combining factors of production, directing the business, bearing the associated risks and initiating innovations. Fadahunsi (1992) says the main functions performed by entrepreneurs include searching for and discovering new pieces of information, translating new information to techniques, seeking and developing economic opportunities, marshalling the financial resources necessary for an enterprise, making time-binding arrangements, taking ultimate responsibility for management, providing leadership in the workgroup and bearing the risk for the business. In the views of Bassey (2005:1) the major functions of an entrepreneur are as follows:

Identification of an investment opportunity, decision making in terms of what investment to exploit, selection, acquisition of resources, risk bearing and innovation.

- Identification and interpretation of opportunities.
- Innovation to suit opportunities.
- Utilizing organizational resources.
- Providing purposeful leadership.

- Bearing the associated risks.

Prospects of SMEs in Nigeria

Entrepreneurship is very crucial to the economic growth and development of Nigeria. It is regarded as the catalyst of most developing economies. The three entities of government, foreign donors and Nigerian entrepreneurs have done a lot to encourage SMEs in Nigeria.

1. Opportunities from the Nigerian Government:

- The establishment of Small and Medium Entrepreneurs Development Agency of Nigeria (SMEDAN) to see to the nurture and growth of SMEs.
- Enactment of laws and policies to provide a conducive environment for SMEs
- Training and deployment of qualified staff for entrepreneurs by Administrative Staff College of Nigeria (ASCON) and Industrial Training Fund (ITF)
- The establishment of microfinance banks to particularly grant loans to SMEs with little or no collaterals
- Various loan scheme provided by government such as:
 - Funds for Small Scale Industries (FUSI)
 - National Directorate of Employment (NDE) credit scheme
 - Agricultural Credit Scheme
 - Export Credit Guarantee and Insurance Scheme
 - Export Development Fund
 - Export Adjustment Scheme Fund
 - Family Economic Advancement Programme (FEAP)
 - National Economic Reconstruction Fund (NERFUND)

2. There are also international organisations that provide funds for small and medium enterprises and entrepreneurs. The opportunity is for countries having industrial and economic cooperation among themselves. Some of these bodies include International Labour Organisation (ILO), United Nations Development Programme (UNDP), African Development Bank (ADB), UNESCO, Common Wealth, International Fund for Agricultural Development (IFAD), Export Development Corporation of Canada (EDC), International Finance Corporation (World Bank), etc. Some developed countries do contribute meaningfully to entrepreneurial growth in developing countries by either giving grants or granting soft loans to developing countries at very low interest rates, sometimes below the country lending rates.

3. The third factor that enhances the prospects of SMEs is the Nigerian entrepreneur himself who despite the hurdles on his way is more determined to succeed. He has the desire, energy, self-confidence, ability to evaluate opportunities and he is committed to the cause not minding the risk involved. In order to avoid failure, the Nigerian entrepreneur needs some degree of freedom to pursue his ideas without interference. Nigerian entrepreneurship possesses inert qualities that are comparable to entrepreneurs in other countries. Entrepreneurs are apt in taking decisions to establish new business ventures. They possess the willingness and ability to seek new investment opportunities, establish and run an enterprise not minding the inherent risks. Adeleye (2007:34-5), Ude (1999) and Udo (2005) summarise the contributions of the Nigerian entrepreneurs/SMEs to include: Development of new markets, discovery of new sources

of materials, mobilization of capital resources, introduction of new technology, new industries and new products, creation of employment and enhancing self-reliance/sufficiency.

CONCLUSION AND RECOMMENDATION

SMEs by themselves are a big laboratory for innovation but due to lack of a systematic approach to managing innovations within most of the SMEs, benefits are only short-term. Therefore every university in the country should be encouraged to interact with as many SMEs in its neighbourhood to guide and train them on research, technology inputs and up gradation, product improvements, marketing strategies and innovation management.

In order to enable SMEs overcome its problems and enhance their access to new technologies for increasing their competitiveness in the Nigerian market and elsewhere, it is imperative to give them a conducive environment which includes:

- Proper management and timely release of funds meant for SMEs by relevant bodies,
- Formulation and implementation of appropriate policies in favour of SMEs,
- Building up technological capacity, knowledge flows and technology databases and
- Research and development and interfirm linkages.

Tax/duties structures for SMEs should be kept such that they encourage innovation. SMEs in Nigeria should adopt marketing strategies/practices and research to encourage competitiveness and growth.

Government policies support the establishment, nurturing and growth of SMEs. Nigerian entrepreneurs need more government assistance in the following ways:

- Government should curtail or stop the importation of certain products that can be produced locally so as to encourage the establishment of more SMEs to flood the markets with Nigerian goods. This will lead to reduction in prices, a higher standard of living and creation employment for the citizenry.
- Established SMEs should develop more skilled entrepreneurs and managers to man their businesses. Most of the so-called entrepreneurs lack business skills and technical abilities. The Industrial Training Fund (ITF) should be strengthened to meet the present day realities.
- More affordable and accessible means of funding should be created for SMEs so that our budding industries can grow into industrial giants. Financial experts are skeptical of the efficiency and effectiveness of the microfinance banks as they affect the funding of SMEs.
- Nigerian Universities should make the establishment of Centres of Entrepreneurial Development their utmost priorities. This will facilitate the training and retraining of entrepreneurs and also help our youths to develop interest in entrepreneurship.
- More programmes like You Win, Subsidy Reinvestment and Empowerment Programme (SURE-P), Learning Initiative for Entrepreneurs (LIFE), WAI, National Orientation aimed at affecting or changing negative attitudes of Nigerian to work, morality, patriotism work

and business ethics should be encouraged to produce well defined and determined entrepreneurs who are ready to succeed.

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